

Bargaining Unit Proposals/Ideas

Idea	Description	Meet and Confer
Fee for Fire Alarm Installations	Fee for installation of fire alarms	NO
Crash Tax	Institute a fee imposed on drivers in vehicle accidents	NO
Incident Involving Drugs/Alcohol	Pursue legislative definition of "incident" so the City can implement a fee for engaging in intentional wrongful misconduct where drugs or alcohol are involved	NO
Legislation to Allow for Developer Fees for Park Maintenance	Pursue legislative change Quimby Act to allow developer fees to be used for park O&M	NO
Federal Healthcare Reform Policy	Receive reimbursement for claim costs of early retirees	NO
Reduce cost for contractors	Reduce fees, cut cost of living provisions in contracts, voluntary 5% of all contracts.	NO
Use of Temporary Electricians	Use temporary electricians in place of contractors to avoid overhead costs	NO
Commercial Paper	Instead of cutting services at savings of \$10M, issue commercial paper rollover every year to fund services	NO
Artificial Turf	Work with Water District to put in artificial turf that doesn't require watering or maintenance	NO
Workers' Compensation Carve Out	Bargain own Workers' Compensation changes to allow for own alternative dispute resolution and own arrangements for medical services	YES
Reimbursement Program for Retiree Healthcare	Develop a medical costs reimbursement program for retirees with alternate medical coverage	YES
Health In Lieu	Reduce amounts for active employees	YES
Health Benefits	Elimination of health dual coverage	YES
Medicare	Require retirees to enroll in Medicare	NO
EMS	County RFP for EMS services	TBD
Reduce cost for contractors	Make contractors take mandatory 5% reduction	NO
Action Oriented Workgroup	Create Action Oriented Workgroup (Labor Management Committee) to improve contracting process	NO
Enterprise Funds	Use enterprise funds to offset general fund deficit	NO
Review all fees	Review all fees, comparing to other agencies to see where there can be increases	NO
Healthcare	Explore multi-jurisdiction purchasing pools for healthcare	NO